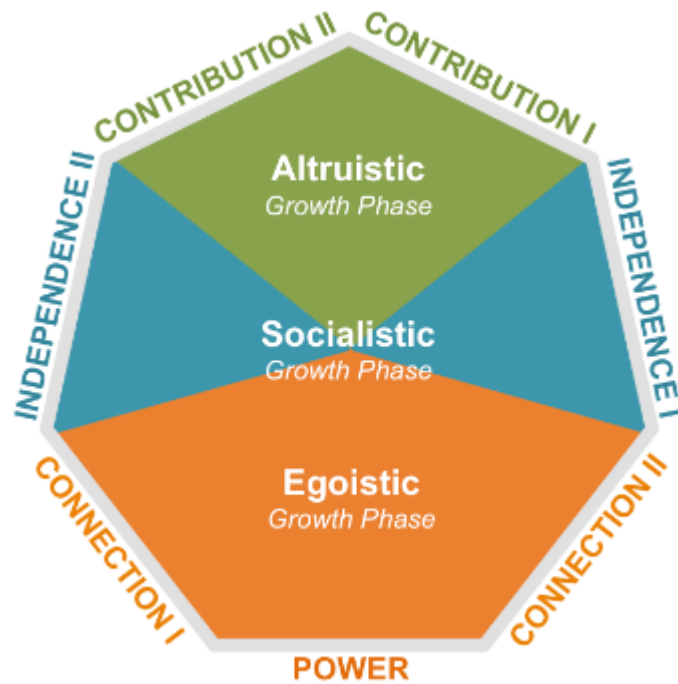


THOUGHTMAP



Company Name: Talent Tools

Date: June 22, 2018

INTRODUCTION

As you read through this report simply have the following question in mind:

"Is my current way of thinking supporting me to achieve the outcomes I seek in business?"

If the answer is yes, then continue doing what you're doing until you reach a point where change is needed. However, if the honest answer is no, then actively look for areas you can develop to create a shift in your thinking. You will most likely find the answers you're looking for to create these shifts in your thinking, in the feedback that you either most agree or disagree with in this report.

This report is written in a way to give you a clear, concise and prescriptive interpretation of your results. Suggestions are also provided to help you reflect on and consider what your results mean for you and, where relevant, avenues for growth that you may choose to explore.

Your Thought Pattern is a combination of how you use seven thinking styles. Each thinking style is based on a set of attitudes, beliefs and capabilities that define that way of thinking. The way you uniquely combine these seven thinking styles impacts how you see the world, how you interact with others, and the way you communicate, solve problems and make decisions. There is no ultimate thought pattern. What matters is if your current pattern of thinking is helping you to achieve the outcome you seek.

Please note, that anything identified as a "least used" or a "challenge" does not necessarily mean that you do not have this capability. Rather it means that you may utilise this capability less frequently than others available to you given a choice and depending on the situation you face.

At this end of this report is a Development Plan that has been constructed based on your individual thought pattern. The development plan focuses on capabilities that are suggested for you develop, improve or refine based on your result. Your plan also provides an opportunity for you to reflect on your results identifying where you think you should focus your learning and development to create valuable shifts in your thinking.

It is not necessary for you to agree with absolutely everything contained in this report. There will be components that resonate more or less with you at this point in time.

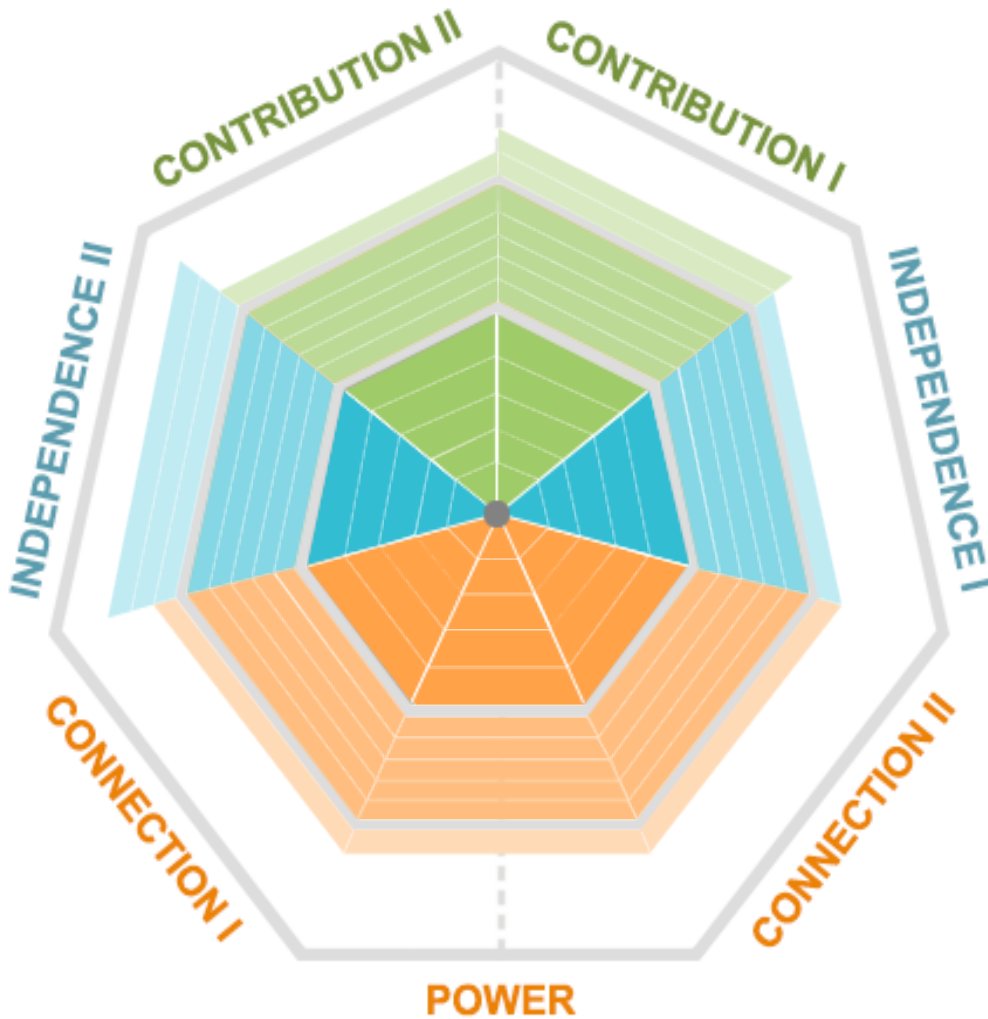
Remember, the content of this report is relevant and reflective of you now at this point in time. Your results will shift and change over time to reflect changes in your priorities and outcomes, and integration of new experiences and shifts in thinking.

This analysis is based on the responses given in the online assessment. This analysis should not be used in isolation of other information about this individual. The purpose of this analysis is to provide awareness, insight and knowledge of the current snapshot position of this individual.

This analysis is prepared by Capability Development Solutions and is protected by Copyright.

YOUR THOUGHT PATTERN

The image below represents your unique thought pattern and it indicates the thinking styles that are most and least utilised.



Your thought pattern is:

I	S	5	2
Your dominant frame of reference is...	Your dominant growth phase is...	Your most utilised mental map is...	Your least utilised mental map is...
Internal Self driven control	Socialistic Self and others focused	Independence II Multiplistic, objective, analytical thinking	Connection II Traditionalistic, intuitive, tribal thinking

WHAT YOUR THOUGHT PATTERN MEANS

This section breaks down each part of your thought code and explores what it means in terms of how you interact with others and your work environment, and impacts to how you like to be managed, rewarded and developed. Here, you will learn where your thought pattern may be functional or dysfunctional in your approach to work. Remember that this is reflective of where you are at this point in time and is meant to guide you on where you can shift your thinking rather than lock you into being a certain way. Growth is constant.

Dominant Frame of Reference

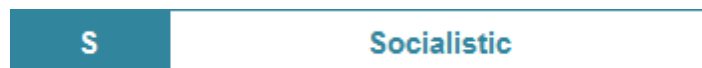


You appear to be in a phase of growth where you are predominantly seeking to see how you can change your external world to suit your needs and outcomes. This means that you will tend to think, behave, and measure success against an internal frame of reference that is based around beliefs, values and principles that are important to you.

This may result in:

- You setting your own standards for success that may be higher, or lower, than the expectations set for you which enables you to be self-driven, however, may lead to a lack of alignment with core business objectives
- Assertive, proactive and initiative driven action which results in creative problem solving and improvements, however, may cause disruption to team dynamics and lack of alignment with business culture
- A desire to do more than expected and demonstrate your capability which results in you delivering a high level of performance, however, may lead to differences in opinion of value, worth and contribution to the business impacting your level of job satisfaction and loyalty

Dominant Growth Phase



At this point in time, you are seeking to better understand social dynamics by exploring your capability, that is your skills, competencies and knowledge. Your choices, decisions and actions tend to consider both your needs and those of others.

This means that:

- Changes to be implemented or initiatives undertaken within the business are seen as opportunities for you to utilise your skills, demonstrate your capability or gain new knowledge
- You will be concerned with receiving validation of your worth, value and contribution via recognition from peers, colleagues and leaders, trusting that you will be fairly and justly rewarded
- You will be looking for opportunities to learn and develop new skills through direct experience, training or mentoring and will be open to ways in which you can teach and lead others

Most Utilised Mental Map**5****Independence II**

Your most utilised mental map has multiplistic, objective and analytical patterns. This means you tend to make decisions and choices based on calculated risks and exploring options enabling you to best leverage opportunities available to you.

Key Strength

You seek to create win:win outcomes for yourself and others seeking out mentoring and being prepared to take calculated risks in order to achieve, learn, leverage and grow. Being results focused, you utilise measures and metrics to inform decisions, rate success, continuously improve and drive innovation.

You tend to do this by:

- Using creative methods to brainstorm ideas and solve problems
- Taking initiative to seek out opportunities that grow and improve your knowledge
- Being confident in your ability to make quality decisions
- Upholding standards of excellence to drive results
- Developing considered criteria for taking calculated risks

Least Utilised Mental Map**2****Connection II**

Your least utilised mental map has traditionalistic, intuitive and tribal patterns. This means you are least likely to make decisions and choices based on maintaining and cultivating relationships with others potentially impacting your sense of belonging to something.

Key Challenge

You may lack the networking skills and interpersonal savvy necessary to contribute to a group dynamic that drives results.

To create a shift in your thinking:

1. Develop your ability to listen effectively to improve your ability to understand and communicate with others
2. Enhance your interpersonal skills to improve the quality of your relationships both internal and external to the team
3. Focus on how you can be helpful and supportive to others

OVERALL ADVANTAGES AND CHALLENGES OF YOUR THOUGHT PATTERN

Below is a list of advantages and challenges associated with your particular thought pattern. Read through the list and identify what resonates with you. It is typical for around 3-5 of the challenges to stand out to you more than the others.

Advantages of your thought pattern

- Take control over work elements through discipline, habits and rituals that help build your resilience to stress and pressure
- Support the needs of others potentially over your own needs in your endeavour to create harmony and show you care
- Willing to be bold, daring and courageous in your openness to take action and your desire to get your needs met
- Able to think things through to conclusion and explore consequences in order to determine a sustainable and fair course of action
- Develop and uphold standards that help you make quality decisions enabling you to take calculated risks
- Driven by your purpose you seek to work collaboratively with others to bring about change
- Your acceptance of chaos and ambiguity enables you to be adaptable and flexible in your thinking and actions
- Willing to explore new ways of achieving outcomes and solving problems
- Hunger for knowledge and learn through experience
- Take initiative in uncertain situations

Challenges of your thought pattern

Note: Typically, for most people, only 3-5 of these points listed below will be particularly relevant to you therefore focus on the few that stand out to you the most when identifying where to create a shift in thinking.

- In times of stress or high anxiety you can catastrophise situations and play out "what-ifs" for the worst possible outcome, expecting disaster
- Can think that it's necessary to be competent and successful in all things that you attempt
- Believe it's possible to measure human worth and to assign a value rating to people
- Overlook how you can be helpful and supportive to others
- Easily hurt other people's feelings or cause offense
- Insensitive to the needs of others
- Can feel lonely as a result of pushing others away
- Underdeveloped listening skills
- Struggle to effectively communicate with others
- Poor interpersonal skills impact the quality of your relationships

BUSINESS IMPACT OF YOUR THOUGHT PATTERN

Below is a list of advantages and challenges associated with your particular thought pattern. Read through the list and identify what resonates with you. It is typical for around 3-5 of the challenges to stand out to you more than the others.

Your ability to adapt.

You have a MEDIUM ability to adapt, which means...

Change is tolerated. Where self-confidence in abilities is high change is welcomed with little direction, however, where self-confidence in abilities is low change is unnerving and will require support and direction.

Having a medium tolerance for change, you may have a tendency to oscillate between jumping in and seeing what happens to restraining yourself seeking the comfort, familiarity and safety of the known. You may experience feelings of anxiety driven by the fears that may be underneath your pattern of oscillation. There will be moments where you seem to charge ahead and feel like you are making progress and other times where you may feel you are standing still going nowhere or in fact going backwards. This pattern may cause unrest, uncertainty and potentially some levels of anxiety or fear due to the inconsistency of expectations, particularly where change is involved.

What motivates you.

Your motivational style is: Enriched Character, which means...

You are driven by a mental need for growth and expansion. You seek to grow and expand your thinking through personal development, knowledge and learning. You are concerned with doing more, being more and knowing more.

Key question driving your motivation centers around "Who am I?". This question helps you seek out the experiences needed to grow and expand your thinking about who you are and what you are capable of achieving.

At work you are most motivated by opportunities for significant growth and those that enable you to be mentored by people you respect and admire.

What you value in your work environment.

You appear to be guided by values that enable you to seek out growth opportunities that come from new situations and experiences. Your values help you make decisions and choices based on gaining knowledge and developing solutions to achieve results, outcomes and goals.

At present, you tend to conduct yourself at work in a manner that is reflective of values with the following themes:

Abundance	Excellence	Initiative
Achievement	Experience	Knowledge
Adventure	Flexibility	Understanding
Ambition	Growth	Vigour
Drive	Ingenuity	Wisdom

How you make decisions.

The Decision Making Style of the team is:

CONCEPTUAL

Considers all available alternatives and makes decisions that are subject to change. This keeps you open to possibilities and willing to explore options.

However, this style may lead you to be perceived as indecisive, unsure or unclear in your decision making.

Your way of solving problems.

Your Problem Solving Style is:

GENERATOR

Treats problem as if it was brand new, never before experienced. Thinks outside the box to identify unproven and untested solutions to the problem.

Key Focus: How can I capitalise on this problem to create a new opportunity going forward?

How you typically communicate.

Your Communication Style is:

SUPPORTER

Intention and impact driven messages that help explore options, possibilities and consequences. You tend to ask questions enabling you to facilitate healthy discussion.

However, this approach tends to overlook the why, what and how components of the message.

How you behave at work.

Your Action Style is:

RESPONSE ORIENTED

Like to be assertive, dominant and results focused in your approach. Seek to be capable. You value action, self-motivation and progress.

Key block: Bulldozing over people to get your outcome

How you manage conflict.

Your Conflict Management Style is:

MEDIATE

You tend to like a challenge, enjoy analysing different solutions and determining the best quality resolution to a conflict.

Goal is to analyse and commit

Useful for creating win:win outcomes in situations where both parties seek to obtain or are motivated to obtain the best or ideal outcome. However, takes time and requires on a high level of maturity and creative thinking from both parties.

YOUR DEVELOPMENT PLAN

We live in a world of constant change, particularly in the business world. A growth mindset focused on creating shifts in thinking will ensure you remain agile and adaptable to change in order for you to achieve the outcomes you seek in business. The greater your growth mindset around your overall capability, the greater your ability to adapt and flex to change.

To help you identify where you could make some shifts in your thinking we have constructed the following development plan for you that looks at strengths ideal for you to reinforce and gaps you may want to address.

The areas of growth identified are based directly on your individual thought pattern results focusing on the capabilities for you to develop, improve or refine. By identifying capabilities to develop you will expose yourself to new information that will lead to new experiences which in turn will help you adapt your beliefs and attitudes as a response to these experiences, creating a shift in your thinking.

Work through each section to obtain clarity around the shifts in thinking you would like to make.

Step 1: Read through the list of capabilities recommended for you and place a tick next to those that resonate with you the most

Step 2: Against the time to act section capture the key challenge you face at work right now

Step 3: Based on the key challenge you identified look back over the capabilities you placed a tick next to and narrow the list to five capabilities that you believe will help you overcome the challenge you face.

Capabilities recommended for you to REFINE

The following table contains a list of capabilities that are advanced forms of other capabilities that you have that are well developed.

<i>Capability</i>	<i>Short Definition</i>	<i>Tick the circle if this is an area ideal for you to develop</i>
Crisis Management	Ability to withstand demanding situations	<input type="radio"/>
Lifestyle Balance	Ability to handle work and life successfully	<input type="radio"/>
Openness	Ability to be approachable and receptive	<input type="radio"/>
Timely Decision Making	Ability to decide with incomplete information	<input type="radio"/>
Informing	Ability to orchestrate flow of information	<input type="radio"/>
Interpersonal Savvy	Ability to respond in different situations	<input type="radio"/>
Networking Skills	Ability to develop and use contacts	<input type="radio"/>
Team Chemistry	Ability to combine individual strengths	<input type="radio"/>
Command Skills	Ability to be direct and tough	<input type="radio"/>
Difficult Conversations and Situations	Ability to respect all perspectives in the dispute	<input type="radio"/>
Humility and Vulnerability	Ability to learn from mistakes	<input type="radio"/>
Perseverance and Resilience	Ability to see things through to completion	<input type="radio"/>
Persuasive Communication	Ability to tailor the message to the audience	<input type="radio"/>
Standing Alone	Ability to champion an idea or position	<input type="radio"/>
Business Acumen	Ability to diagnose business strengths and weaknesses	<input type="radio"/>
Developing Others	Ability to seek learning opportunities for others	<input type="radio"/>
Diagnostic Discovery	Ability to analyse data and create insight	<input type="radio"/>
Political Savvy	Ability to manoeuvre complex political situations	<input type="radio"/>
Total Work Systems	Ability to reduce variance in organisation processes	<input type="radio"/>
Continuous Improvement	Ability to meet the ongoing needs of customers	<input type="radio"/>
Entrepreneurial Orientation	Ability to seek out and identify opportunities	<input type="radio"/>
Intellectual Horsepower	Ability to deal with concepts and complexity comfortably	<input type="radio"/>
Self-Knowledge	Ability to seek feedback and gain insight	<input type="radio"/>
Strategic Agility	Ability to create competitive breakthrough strategies	<input type="radio"/>
Thought Leader	Ability to change the direction of the team or organisation	<input type="radio"/>
Empowering Others	Ability to identify motivators for each individual	<input type="radio"/>
Global Mindset	Ability to easily pose future scenarios	<input type="radio"/>
Managing Vision and Purpose	Ability to communicate a compelling vision	<input type="radio"/>
Mutual Accountability	Ability to create a climate of excellence	<input type="radio"/>
Service	Ability to add value to others	<input type="radio"/>

Dealing with Paradox	Ability to connect unrelated ideas and events	<input type="radio"/>
Learn on the Fly	Ability to be a relentless and versatile learner	<input type="radio"/>
Observation	Ability to see beyond the moment	<input type="radio"/>
Perceptiveness	Ability to pick up on invisible vibes	<input type="radio"/>

Capabilities recommended for you to IMPROVE

The following table contains a list of capabilities that you are competent in and would benefit from additional training and development.

<i>Capability</i>	<i>Short Definition</i>	<i>Tick the circle if this is an area ideal for you to develop</i>
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There are no capabilities recommended for you to focus on in this section. Your development will be best enhanced by identifying capabilities in other sections to seek out training and experience.

Capabilities recommended for you to DEVELOP

The following table contains a list of capabilities that you may need to revisit to see how you can develop a stronger foundation in these areas.

<i>Capability</i>	<i>Short Definition</i>	<i>Tick the circle if this is an area ideal for you to develop</i>
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There are no capabilities recommended for you to focus on in this section. Your development will be best enhanced by identifying capabilities in other sections to seek out training and experience.

TIME TO ACT

In the section below, capture the key challenge that you face right now in your team or in the business...

From the selection of capabilities that you ticked previously, identify up to 5 that you will actively work on right now over the next 90 days to help you address the key challenge you face in business.

What...

How... (e.g. through formal or informal training, podcasts, books, mentoring etc)

1

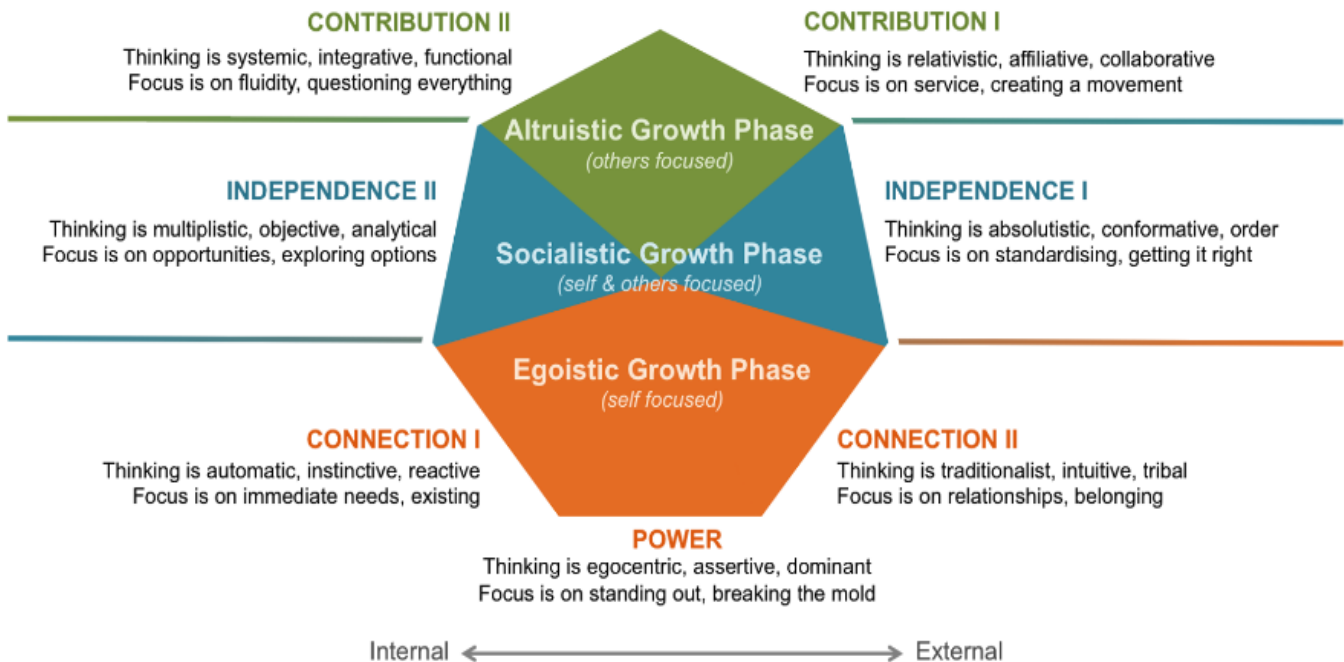
2

3

4

5

THE THOUGHT MAP MODEL



We are complex beings. Who you were yesterday, is different to who you are today and who you could be tomorrow. Your capacity to grow, change and adapt is unlimited. Whether you're able to achieve the outcomes you seek in life, is largely due to your willingness and openness to grow, change and adapt.

Your life is one long journey. The more open you are to new and different experiences and challenges, the more you will grow, change and adapt both psychologically and physiologically. You will, in turn, have higher levels of resilience, see more possibilities and foster stronger relationships with others.

The Thought Map Model, puts a framework to your journey and gives you some insight as to the challenges and building blocks you may encounter along the way. It helps you to understand the phase of growth you are experiencing and the pattern of thinking you are utilising to help you navigate through that phase of growth.

Your thoughts are very powerful. They are constructed by past experiences, memories, values and beliefs and they directly impact the emotions you feel and the behaviours you display. So if you are not displaying the behaviours you'd like to see or feeling how you would like to feel, it is most likely linked with your pattern of thinking.

As you travel along your journey, your frame of reference changes and tends to swing from periods where your own (internal) view of you and your environment matters more than others, to periods where the view of others (external) matters more than your own. This swing is natural and needed to facilitate your growth.

Let's explore each phase of growth.

Egoistic Growth Phase

The core theme of this phase of growth is identity. During this phase of growth:

- You will uncover a better understanding of yourself and what is required to take care of your physical, emotional, mental and spiritual needs (Connection I)
- Knowing how to take care of yourself enables you to foster healthy, mutually respectful relationships with others enabling you to create spaces where you feel you belong and are accepted (Connection II)
- With your connection needs taken care of (connection to self and connection to others), you are free to explore who you truly are - what you stand for, what is unique and special about you and what is important for you to do and achieve in your life (Power)

Socialistic Growth Phase

The core theme of this phase of growth is independence. During this phase of growth:

- You will learn how the rules, structures and boundaries present in your environment (both internal and external) can help you to achieve what you seek in your life and where they may create limits or challenges for you (Independence I)
- Knowing these boundaries enables you to develop options and pathways for overcoming challenges or limits and empowers you with choice and possibilities for achieving the outcomes you seek (Independence II)

Altruistic Growth Phase

The core theme of this phase of growth is contribution. During this phase of growth:

- Your focus shifts beyond self to your community, or broader still to a global view, enabling you to embrace diversity and join with others to create large scale change (Contribution I)
- Through this experience you will develop an ability to see common patterns across countries and cultures that enables you to facilitate transformational shifts in mainstream thinking and to influence accepted ideals (Contribution II)

It is important for you to note, that your growth is not linear and you may not move effortlessly from one growth phase to the next. In fact, your growth is fluid and dynamic. This means that you may need to spend more time in one growth phase over the others, or you may need to revisit each growth phase many times for different learnings and perspectives, or you may even become stuck in a growth phase unclear on how to move forward.

Depending on the goals or outcomes you set for yourself you may have put more focus on some areas of your life over others. This may result in your thinking being more developed in some areas of your life and when you change focus you may find your growth journey different again to what you had experienced previously.

We are complex beings. Regardless of this complexity, your ability to grow, change and adapt comes down to three simple elements:

1

Having a clear and aligned framework for success

2

Understanding how to shift your thought pattern to achieve the success you seek

3

Knowing how to accelerate your growth to keep you agile

LEARNING CENTRE



Access resources to challenge your thinking via our online Learning Centre

[Access the Learning Centre](#)

GUIDED PROGRAMS



Develop new mental maps through our guided programs to get a better outcome

[Explore Guided Programs](#)

PERSONAL SUPPORT



Receive one-on-one support from a certified Consultant

[Ask for Support](#)

TRACK YOUR CHANGE

By actively shifting your thinking over the coming months you will notice a difference in outcome across areas of your life. Personal growth is constant so lock the following date away in your calendar now to retake this profile so you can track your shifts in thinking...

December 22, 2018

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